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Arizona Labor Market NEWSLETTER

Arizona Department of Economic Security

Vol. VII No. 11
November 1983

UNEMPLOYMENT RATE

Seasonally Adjusted
September*

ARIZONA	8.2%
Maricopa Co.	6.5%
Pima Co.	7.8%
UNITED STATES	9.3%

CONSUMER PRICE INDEX

National-August
1967 - Base Year

Wage Earner/Clerical Worker -	299.5
% Chg. Yr. Ago	2.4
All Urban -	300.3
% Chg. Yr. Ago	2.6

Phoenix-3rd Qtr.
1977 - Base Year

All Urban -	173.2
% Chg. Yr. Ago	1.5

PRODUCER PRICE INDEX

National-September*
1967 - Base Year

All Commodities-	305.3
% Chg. Yr. Ago	1.0
Finished Goods-	285.1
% Chg. Yr. Ago	1.0

* Preliminary

EDUCATION MEETING THE NEEDS OF BUSINESS & INDUSTRY

An Address to the State Vocational Conference

The text below is a speech delivered before the State Vocational Conference held in Flagstaff on August 8, 1983. It is the well-stated viewpoint of James Wellington, Manager, Manpower Planning and Development, Arizona Public Service, about how public education can meet the needs of employers. We are pleased to reproduce the text in its entirety. Thanks go to Carol LeBlanc, statewide Occupational Planning Coordinator, Maricopa County Community College District, for bringing it to our attention, and to Mr. Wellington for allowing us to publish it.

"It's a pleasure to be invited to speak on this most important subject of how public education can meet the needs of the business and industry employers. Let me say it briefly and plainly.

"Public education can meet the needs of the business and industry employers by assuring high school graduates and non-graduates possess basic skill proficiencies. The skill proficiences affect not only the performance of entry-level positions, but also the possibilities for job advancement. We all want to progress in our careers. There are---in my judgment and others---seven major competencies to be developed in elementary and high schools prior to graduation:

"1. Speaking and Listening Competencies - This is the ability to engage critically and constructively in the exchange of ideas.

"2. Mathematical Competencies - which is the ability to perform the compilations of addition, subtraction, multiplication and division using natural numbers, fractions, decimals and integers.

"3. Reading Competencies - perhaps the most critical. This is the ability to identify and comprehend the main and subordinate ideas in a written work and to summarize the ideas in one's own words. This would include the ability to recognize different purposes and methods of writing, to identify a writer's point of view and tone, and to interpret a writer's meaning inferentially as well as literally.

"4. Writing Competencies - defined as the ability to organize, select and relate ideas and to outline and develop them in coherent paragraphs. In so doing to writing standard English sentences with correct:

- sentence structure
- verb forms
- punctuation, capitalization, and other forms of mechanics
- word choice and spelling

"5. Scientific Competencies - the ability to understand the basic principles of mechanics, physics and chemistry.

"6. Reasoning Competencies - the ability to identify and formulate problems, as well as the ability to propose and evaluate ways to solve them.

"7. Attitude Competencies - Improper attitude often is the roadblock to getting or once having been hired---keeping a job. Skill deficiencies in attitude which affect business operations are those related to behavior, including being late, improper dress, and poor interpersonal relations. The majority of failures in a corporation---in my experience---are not lack of technical skills, but are due to poor "human relations" training and upbringing. The ability to cope with and be consistently productive in a work environment is a crucial "basic skill" which may be as important as academic competencies in determining a new employee's employment future. Often this subject is addressed only in vocational education courses. It deserves more attention.

"To achieve these competencies will require a change of procedures by the public and the educational establishment. Business can help and has become increasingly involved. According to the Center for Public Resources, 35% of the corporations surveyed, provide, indeed repeat, basic high school training for their employees. Last year the American Telephone & Telegraph Company spent $6 million on remedial programs for about 14,000 employees.

"We all have read of the disturbing results of several national studies stating that many high school graduates are not prepared to complete basic tasks in industry. There are many reasons why some young applicants are not better prepared. One of them is that business-industry and education have not yet---together---developed an effective process of working together. I believe it is critical that we do. We have tried. Many of us here belong to business-industry-education councils. We meet with the purpose of helping each other to find an effective process which will assure that young graduates are ready to meet basic job requirements in business or industry---if that is their choice. Business/Education representatives meet with the purpose of building trust and a cooperative, supporting relationship. Executives meet with superintendents and we discuss; we establish business/education exchanges where teachers work in an industry during the summer and we discuss; or an industry conducts training sessions for teachers regarding what makes a business or industry run---and again, we discuss. Always we discuss---which is necessary---but action is necessary also. Action which plans and executes changes and brings about results.

"The Phoenix ABIEC Organization has many excellent programs under way. They've been well publicized---with good results---yet we still have problems. Here are some of the problems as I see them.

"1. Even with the excellent programs associated with the Phoenix ABIEC, we still have graduates who come to apply for work unprepared. This doesn't mean the programs are failures---it means---in my judgment---we need more of them---many more---and not just in Phoenix. There are young students in Parker, Ajo, Patagonia, Bisbee---who also need special programs to prepare them for business and industry jobs. Stated simply---we need more committed---active business-industry-education councils throughout the entire state.

"2. Business and industry have got to do more than they are now doing in terms of financial support. With all of the excellent programs underway in Phoenix, and with all of the business-industry organizations available, we are lucky to get $50,000 each year. Last month we completed a free enterprise institute here in Flagstaff for the fourth consecutive year. Approximately 75 business organizations furnished resource speakers, money, equipment, and supplies. However, only $25,000 was raised for this institute. Our goal was $50,000. We wanted to provide 200 students with this excellent training but couldn't because of lack of money. A shame---because it is a well organized, meaningful learning experience. Somehow---some way---we must find a means of acquiring more financial help for all business-industry-education groups statewide. Like it or not---without money---quality programs will not exist---in fact, business-industry-education groups will not exist for any meaningful purpose. Volunteer efforts can only go so far. Our Phoenix ABIEC learned---after 18 years---that progress is severely handicapped without paid staff support. Volunteer efforts are impressive. But it needs staff for continuity and expansion of programs.

"3. Others are getting into the act. Recently an individual in Phoenix approached a major employer and asked for $10,000 to start an organization which provides services similar to the existing Phoenix Business-industry-education council. The last we heard, the industry was seriously leaning towards giving the individual the money. Industry leaders---and I might add---the state legislature become confused when

when organizations come into being---request money and other resources---to provide similar services of existing organizations.

"4. There are many ways---yet untapped---where business people and educators can help each other. But we must find a better method of developing ways of helping each other. So---what should we do?

"Let's look at some of the things that business can do.

"1. They can join with such organizations as their local B-I-E Councils and work with them to make their partnership effective and meaningful. Many of the corporations have done this but there are still thousands of Arizona companies which still need a more effective industry-education linkage. Since the B-I-E Councils are providing a unique service that allows for more than talking---this is a distinct advantage to their memberships.

"2. Corporations can provide, when possible, equipment for use in training and learning. As an example, Hewlett-Packard provides gifts of new electronic equipment for research and learning. That means business must have applicant skills in science and math. It's counter-productive to keep investing only in R&D equipment and facilities when the pool of trained personnel who can look through microscopes and work with the new technologies is shrinking. In Phoenix, the Intel Corporation has donated more than $25,000 in equipment and services to the Paradise Valley High School and Mesa Community College.

"3. Business can work with high school and post-secondary instructors in teaching in the classroom. Corporations vary as to how much time is provided off the job. I might add that one key to making this work is enthusiastic cooperation between the teacher and the visiting business executive, and a new and continuing emphasis on building trust, sharing needs, and resolving problems.

"4. We should explore the possiblity of business and teachers exchanging jobs for a specified period. Perhaps the executive could teach for one semester (or some specified period) in a specific area of his or her expertise and the teacher could work in the executive corporation in a learning situation. To make this option possible, however, will require the cooperation of the State Board of Education and/or the legislature for the required teaching certificate.

"5. Business must raise its voice to the concerns that we are talking about today. When business speaks it has an audience. Business must assume and exercise leadership in making the State and our Nation aware of the enormity of the challenge we have. The challenge has two dimensions: economic and the challenge within our educational system.

"6. Business and Education in this instance---in surfacing our concerns---must include the students' parents in resolving our problems. They are a vital link in shaping attitudes of the students. Parents program their children's twelve billion mental computer cells for decisions they will make for the rest of their lives. Once a program is written it is not easy to change. Patterns of excellence, integrity and ability to think critically are established in the home. Education reinforces and broadens the patterns of learning. One of the most important things parents can do for their children is to inclucate in them a way of life which stresses the ability to think critically. Life is a series of choices where priorities are established between competing wants. These priorities tell where we spend our time, what we read, where we live, what we think, in a word just about everything about us. The collective priorities programmed describe our society. Many parents do not appear to be fully aware of this critical role they are expected to fulfill while working in tandem with the elementary and secondary schools. A child raised in a home environment where learning is not valued,

where pride in work is not valued, has a huge handicap. As we address and speak out concerning our current problems, a reminder to parents---in positive and supportive terms---should be included in our message.

"7. The business and education partnership can lead a new citizen effort directed at helping to assure the orderly functioning of our entire educational system. The school should be the main source of strength in a free society. Its job is the highest possible development of the individual in terms of his or her skills, the appreciation of the art of living, the ability to take part in vital decisions being made by his/her community and by the nation itself.

"In short, the school should be the key connecting link between the natural capacity of young people and their actual and potential achievements. Perhaps these are the "real basics" of education. Business, citizens and educators can help structure the educational system to achieve these objectives. If there is not cooperation between business and education and we pursue special interests only, our educational system is going to have an uncertain future. So will our country. Educators and business and industry leaders must get together and seek commonalities between decision-making in business and education. We must become aware that neither the business world nor the educational world system can keep their spheres from intersecting. We can work together to solve our mutual problems to the advantage of both.

"Here is a suggested action plan. It calls for a statewide emphasis---not just Cochise County or Phoenix or Tucson or Yuma or Flagstaff or Kingman---but statewide. We sometimes forget our teachers and students in the outlying smaller communities. The students in Parker, Tuba City, Show Low, Ajo, and so forth, are also interested in understanding, participating and contributing to the business world.

"So my action plan goes like this. Since it is statewide in scope, the Arizona State B-I-E leadership would appear to me to be an ideal catalyst for seeing that it occurs. If not the Arizona State B-I-E-C---then we must push for some person or group to see that it occurs.

"First---We need to have a 2 or 3 day business-industry-education-state government summit or dialogue.

"Second---Attendance must include the top decision makers of the state, key legislative leaders, Carolyn Warner and whomever she wants to bring, and the CEO and/or President of both large and small business in the State. The Board of Regents must be represented. It must also include representatives of school boards, school administrators and teachers at elementary and secondary levels---also, representatives of all Arizona State Business-Industry-Education Councils.

"Third---The agenda must contain the key issues that face the education/industry interface. We must not shrink from the facts that are real and must be discussed and resolved. In certain instances such discussions will be difficult and sensitive---even painful. So be it. We can overcome our difficulties if we will admit that no one is entirely blameless as we examine the circumstances in which we find ourselves. Said differently, let's not get into finger-pointing. Let's surface the problem---disect it and study ways and means of resolving it. Let's also state clearly the benefits to be gained for all who participate---be it a person or group. Let's face it---we have experienced "turf protecting". It exists---let's learn how to deal positively with this fact and get on with developing programs for the good of all---and especially the student.

"Perhaps we will need more than one summit. Again---so be it. Let's meet as often as necessary. But when that summit---or maybe I should say each summit---ends---let's have assignments to complete---establish follow-through deadlines---and specify who will be responsible for doing what.

"That's how you and I solve problems. That's how business resolves issues and problems.

Let's solve this tremendously important concern---together. If we don't, we are going to suffer---together.

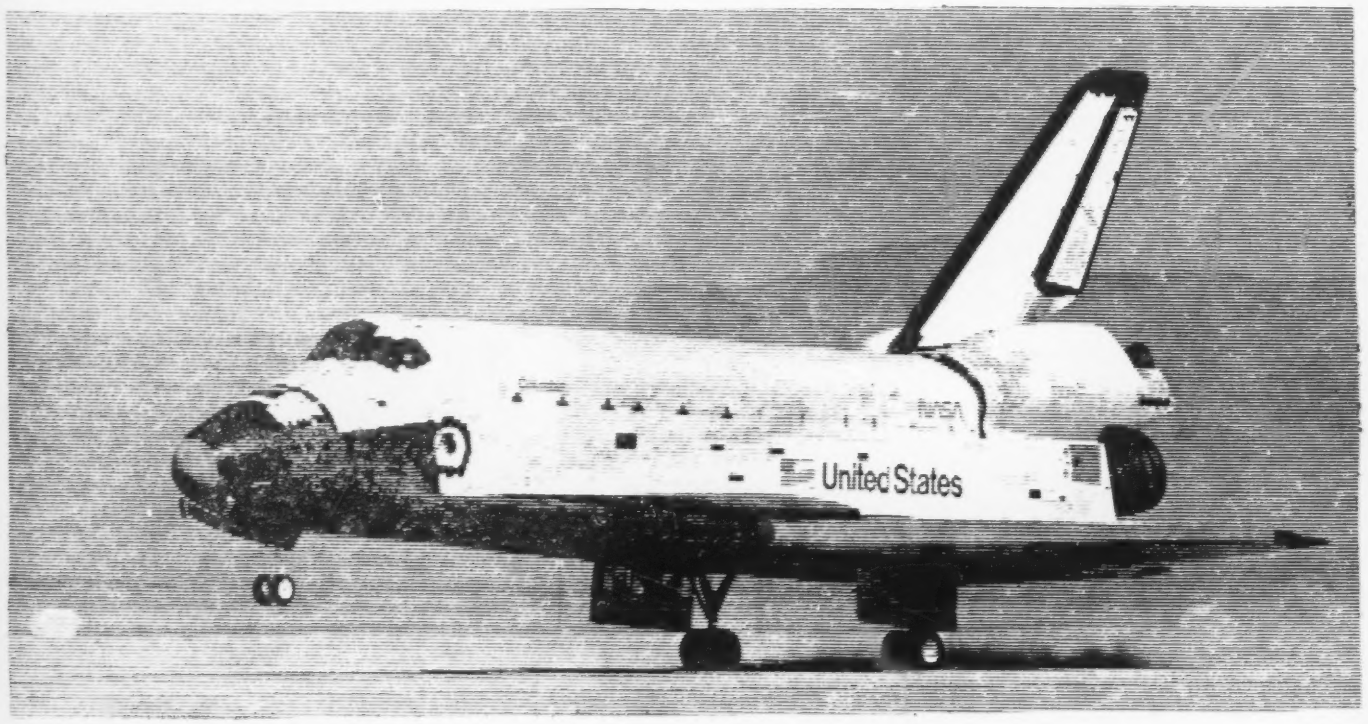
"In my judgment, the future of industry and the United States economy largely rests on America's will to make investments in education, both inside and outside the classroom.

"No longer can we depend on government alone to set educational priorities---nor should we. As the Federal Government continues to remove itself from the role of prescribing educational policy, the burden of planning and supporting educational programs will rest more squarely on the state and local boards. That's where it essentially belongs. But the business and industry, also, have a great deal to contribute. There must be a working partnership between companies, schools and governments to ensure adequate funding and effective management of our educational system.

"In an era of budget cuts, companies must remember that schools are vendors to industry. Companies must, on one hand, encourage government to fund education effectively and, on the other, create private sector initiatives.

"We in industry must take the time needed and offer the resources required to help educators sharpen the minds of the present and next generation. Our investments now in their skills and enterprise will determine the future of U. S. prosperity.

"Years ago, F.D.R. used to say: "The country needs and demands bold persistent experimentation. It is common sense to take a method and try it. If it fails, admit it frankly and try another. But above all, try something." In other words, don't just stand there. Do something. I think this advise fits us. We represent the knowledge and experience needed to make a partnership work. Let's exchange freely our frustrations---our ideas---our thoughts on solutions. Like it or not, we are the change agents for the future. Let's get on with it."



U. S. JOB GROWTH 28 MILLION BY 2000

The National Planning Association, an economic research group headquartered in Washington, D. C., forecasts 28 million new jobs in the United States by the year 2000. The Mountain states, followed by the Southwest, will enjoy the fastest growth. Three states - California, Texas and Florida will account for at least one third of that growth. Sixty percent of the new jobs will be in services, trade and finance, NPA says.

The average yearly growth rate for the nation will be 1.17 percent across all industries. Arizona's rate of growth will average 2.47 percent per year. All of Arizona's industries except mining and agriculture are expected to grow at rates greater than the national average. Only Nevada, Wyoming, and Alaska are expected to have higher overall growth rates than Arizona. The projected growth rate for Arizona implies an addition of almost 30,000 new jobs each year, or more than a half million more jobs by the end of the century.

YEARLY EMPLOYMENT GROWTH RATES
1980 - 2000
FOR SELECTED WESTERN STATES

States	All Industries	Manufacturing	Retail Trade	Services	Finance	Construction
U.S.	1.17	0.49	0.75	2.68	2.55	1.08
Arizona	2.47	2.00	2.19	3.65	3.44	2.81
Alaska	2.55	1.77	2.63	4.28	4.87	1.84
California	1.65	1.22	1.23	3.03	2.78	1.83
Colorado	2.19	1.85	1.89	3.66	3.60	1.88
Hawaii	1.41	-0.56	1.48	2.76	2.57	-0.50
Nevada	2.76	2.84	2.69	3.27	3.50	3.37
New Mexico	1.99	1.89	1.76	3.18	3.45	2.81
Texas	1.96	1.49	1.62	3.28	3.33	2.68
Utah	2.10	1.94	1.64	3.88	3.76	3.12

Source: National Planning Association as reported in Manpower Vocational Education Weekly, August 18, 1983.

U OF A STUDY FORECASTS BRIGHT FUTURE FOR ARIZONA DURING NEXT FIVE YEARS

Arizona should continue to be one of the fastest growing states in the country, but won't grow as fast as in 1975-1980, according to the University of Arizona's Division of Economic & Business Research (DEBR). The forecast, written by research specialist Marshall J. Vest and published in the August issue of Arizona's Economy, cites a slower growth rate nationally, continuing budget deficits, high real interest rates and a high rate of inflation as primary reasons for slower growth.

Real interest rates are expected to remain high due to a combination of (1) inflation outlook, (2) the expected collision between huge federal borrowing and private credit demands as the expansion progresses, (3) the deregulation of financial sectors, and (4) the likely continued determination of the Federal Reserve Board to "wring" inflation expectations from the system once and for all.

Prospects for growth in Arizona during the next five years are much greater than what is expected for the nation, according to the DEBR forecast. Total wage and salary employment is expected to grow by almost 30 percent, real disposable income will grow by more than 30 percent, and the volume of retail sales will increase by 35 percent through 1988. Statewide population is expected to increase by 16 percent during the same period.

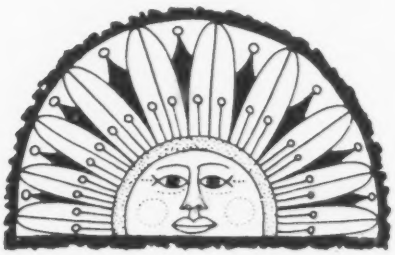
Pima County is expected to outpace Maricopa County over the next five years in the percentage increase of population, jobs, and disposable personal income.

Pima County's population will increase by 17 percent while Maricopa County's population increases by 16 percent. Job availability is expected to increase by 35 percent in Pima County, compared to a 30 percent increase in Maricopa County. Pima County also leads in the projected increase of disposable after-tax income with 34 percent, as compared to a 28 percent increase in Maricopa County.

Construction jobs aren't expected to increase in Pima County as much as in Maricopa County, but Pima County is expected to have a greater increase in service-related industries and manufacturing jobs. The mining industry is not expected to reach its 1974 peak of 27,000 workers or even the 1981 level of 25,000 by 1988.

The study predicts that the manufacturing industry should account for 16 percent of the state's employment by 1988. As of July, manufacturing accounted for 13 percent of total employment in Arizona. While a 38 percent increase in manufacturing jobs is forecast for Maricopa County, the increase in Pima County is projected at 62 percent.

Factors cited for the competitive advantage of Arizona over other states in attracting industry include a favorable climate, relatively low costs of doing business (low taxes, wage scales) and a relatively low cost of living.



COURT UPHOLDS NEW DAVIS-BACON RULES

The Department of Labor's revised rules on the Davis-Bacon Act were upheld by the U.S. Court of Appeals for the District of Columbia Circuit, reversing a district court decision by Judge Harold Greene.

The 53-year-old Davis-Bacon Act requires that workers on federally-financed construction projects receive pay rates equal to those prevailing in the area in which the construction is being performed.

Upheld by the appeals court are provisions in the new regulations that redefine prevailing wages in a given area as the rate paid to a majority of workers---rather than 30 percent, liberalize the use of helpers, prohibit the importing of urban wage rates to rural projects, and restrict the use of Davis-Bacon rates when determining prevailing wages in a given area.

The court said DOL must recognize prevailing local practices regarding the use of helpers, disapproving the portion of a rule that set a nationwide helper-journeyman ratio for all Davis-Bacon projects. The court also rejected DOL's plan to let federal contractors submit compliance statements without actual wage figures instead of filing weekly payroll reports, as currently required.

The decision by Judge McGowan is joined by Judges MacKinnon and Edwards.

The AFL-CIO Building and Construction Trades Department, which filed the original suit to block implementation of the new rules, will appeal the D.C. Circuit ruling, according to Robert Georgine, BCTD president.

The final version of revised Davis-Bacon rules, formally announced by DOL more than a year ago, contains reporting requirements, allows the expanded use of "helpers," bans the importing of urban wage rates to projects in rural areas, and places new restrictions on considering wage data from projects covered by Davis-Bacon when determining prevailing wages applicable to future projects of a "character similar" in the same area.

The Building and Construction Trades Department immediately filed suit to block implementation of the new rules, which they called "arbitrary, capricious," and "an abuse of discretion." Last July Judge Greene of the U.S. District Court for the District of Columbia issued a preliminary injunction against the Department of Labor, blocking it from implementing most of the new regulations until the court ruled on the merits. In December, Judge Greene issued a permanent injunction, ruling that the revisions drafted by the Labor Department were invalid - except for the rule redefining prevailing wages under the Act and how they should be determined. The interpretation of what constitutes the prevailing wage, he ruled, is entirely within the discretion of the Secretary of Labor.

Following Judge Greene's decision, the Labor Department in April 1983 issued a new set of Davis-Bacon regulations that omitted the proposed changes struck down by the district court.

(Reprinted from Employment and Training Reporter, 7-13-83.)

September 1983 (in thousands)

	ARIZONA				
				-- Amt Change --	
	Sep.* 1983	Aug. 1983	Sep. 1982	Aug. to Sep.	1982 to 1983
TOTAL CIVILIAN LABOR FORCE	1351.4	1327.5	1333.5	+23.9	+17.9
Total Unemployment	106.4	125.0	147.0	-18.6	-40.6
Rate	7.9	9.4	11.0	---	---
Rate (Sea. Adj.)**	8.2	9.1	11.0	---	---
Total Employment	1245.0	1202.5	1186.5	+42.5	+58.5

THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1052.7	1011.7	1022.5	+41.0	+30.2
Manufacturing	155.7	153.2	151.4	+2.5	+4.3
Durable Goods	120.9	119.0	117.1	+1.9	+3.8
Stone, Clay and Glass	6.0	6.0	5.0	+0.0	+1.0
Primary and Fabricated Metals	14.2	12.8	14.5	+1.4	-0.3
Primary Metals	6.6	5.3	6.9	+1.3	-0.3
Fabricated Metals	7.6	7.5	7.6	+0.1	+0.0
Machinery	61.3	61.0	61.9	+0.3	-0.6
Other Durable Goods	39.4	39.2	35.7	+0.2	+3.7
Aircraft and Missiles	18.0	17.7	16.6	+0.3	+1.4
Lumber and Wood Products (Except Furniture)	6.2	6.2	4.9	+0.0	+1.3
All Other Durable Goods	15.2	15.3	14.2	-0.1	+1.0
Nondurable Goods	34.8	34.2	34.3	+0.6	+0.5
Food and Kindred Products	8.6	8.3	9.1	+0.3	-0.5
Apparel	4.8	4.7	4.8	+0.1	+0.0
Printing and Publishing	12.0	11.8	11.5	+0.2	+0.5
All Other Nondurable Goods	9.4	9.4	8.9	+0.0	+0.5
Mining and Quarrying	15.6	14.6	15.4	+1.0	+0.2
Copper Mining	12.6	11.6	12.3	+1.0	+0.3
Other Mining and Quarrying	3.0	3.0	3.1	+0.0	-0.1
Construction	75.8	75.6	63.0	+0.2	+12.8
Trans., Communications, and Public Utilities	55.9	47.7	56.4	+8.2	-0.5
Transportation	23.5	23.4	23.4	+0.1	+0.1
Communications and Public Utilities	32.4	24.3	33.0	+8.1	-0.6
Trade	254.4	251.5	251.3	+2.9	+3.1
Wholesale Trade	51.0	50.5	50.0	+0.5	+1.0
Retail Trade	203.4	201.0	201.3	+2.4	+2.1
General Merchandise and Apparel	36.6	36.2	36.4	+0.4	+0.2
Food Stores	32.3	31.9	32.6	+0.4	-0.3
Automotive and Service Stations	24.3	24.5	24.4	-0.2	-0.1
Eating and Drinking Places	70.0	68.4	68.3	+1.6	+1.7
Other Retail Trade	40.2	40.0	39.6	+0.2	+0.6
Finance, Insurance, and Real Estate	62.6	63.0	61.6	-0.4	+1.0
Services and Miscellaneous	224.8	224.9	219.5	-0.1	+5.3
Hotels and Other Lodging Places	22.3	21.9	21.9	+0.4	+0.4
Business Services	42.4	42.5	40.4	-0.1	+2.0
Health Services	62.3	62.3	60.8	+0.0	+1.5
Other Services	97.8	98.2	96.4	-0.4	+1.4
Government	207.9	181.2	203.9	+26.7	+4.0
Federal	38.9	38.4	37.7	+0.5	+1.2
State and Local	169.0	142.8	166.2	+26.2	+2.8
School	102.4	74.4	99.7	+28.0	+2.7

* Preliminary
** Normal seasonal variations have been eliminated to reflect underlying economic trends.
NOTE--Data has been adjusted to the 1972 Standard Industrial Classifications (SIC).

September 1983 (in thousands)

MARICOPA COUNTY					PIMA COUNTY				
			-- Amt Change --					-- Amt Change --	
Sep.* 1983	Aug. 1983	Sep. 1982	Aug. to Sep.	1982 to 1983	Sep.* 1983	Aug. 1983	Sep. 1982	Aug. to Sep.	1982 to 1983
829.2	811.6	809.5	+17.6	+19.7	252.5	246.1	248.9	+6.4	+3.6
51.4	57.8	70.9	-6.4	-19.5	19.0	21.1	26.5	-2.1	-7.5
6.2	7.1	8.8	---	---	7.5	8.6	10.6	---	---
6.5	7.0	8.8	---	---	7.8	8.4	10.6	---	---
777.8	753.8	738.6	+24.0	+39.2	233.5	225.0	222.4	+8.5	+11.1

E USED FOR ECONOMIC ASSISTANCE PROGRAMS.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

671.1	646.8	649.0	+24.3	+22.1	196.0	187.2	190.7	+8.8	+5.3
111.5	109.9	109.8	+1.6	+1.7	26.5	26.5	25.2	+0.0	+1.3
88.2	86.8	87.1	+1.4	+1.1	21.5	21.6	20.4	-0.1	+1.1
3.8	3.8	3.0	+0.0	+0.8					
9.1	7.9	9.6	+1.2	-0.5					
48.8	48.5	49.6	+0.3	-0.8					
26.5	26.6	24.9	-0.1	+1.6					
23.3	23.1	22.7	+0.2	+0.6	5.0	4.9	4.8	+0.1	+0.2
5.3	5.4	5.8	-0.1	-0.5					
2.4	2.4	2.4	+0.0	+0.0					
8.8	8.6	8.4	+0.2	+0.4					
6.8	6.7	6.1	+0.1	+0.7					
0.5	0.6	0.6	-0.1	-0.1	3.4	3.1	4.2	+0.3	-0.8
51.6	51.1	42.0	+0.5	+9.6	15.1	15.2	11.8	-0.1	+3.3
35.5	29.7	35.5	+5.8	+0.0	8.8	7.0	9.0	+1.8	-0.2
15.3	15.2	15.0	+0.1	+0.3	3.9	3.9	3.9	+0.0	+0.0
20.2	14.5	20.5	+5.7	-0.3	4.9	3.1	5.1	+1.8	-0.2
169.4	167.2	166.9	+2.2	+2.5	42.8	42.5	43.2	+0.3	-0.4
40.8	40.6	39.9	+0.2	+0.9	6.1	6.1	5.9	+0.0	+0.2
128.6	126.6	127.0	+2.0	+1.6	36.7	36.4	37.3	+0.3	-0.6
23.2	22.8	23.2	+0.4	+0.0	6.7	6.7	7.1	+0.0	-0.4
20.6	20.3	20.7	+0.3	-0.1	5.3	5.1	5.4	+0.2	-0.1
14.8	14.9	14.8	-0.1	+0.0	4.3	4.3	4.4	+0.0	-0.1
42.5	41.4	41.6	+1.1	+0.9	13.1	12.9	13.0	+0.2	+0.1
27.5	27.2	26.7	+0.3	+0.8	7.3	7.4	7.4	-0.1	-0.1
48.3	48.6	47.9	-0.3	+0.4	9.2	9.3	8.6	-0.1	+0.6
148.8	148.2	144.0	+0.6	+4.8	44.4	44.1	42.9	+0.3	+1.5
12.4	11.7	12.3	+0.7	+0.1	3.1	3.1	3.0	+0.0	+0.1
34.6	34.6	32.6	+0.0	+2.0	6.2	6.3	6.1	-0.1	+0.1
41.5	41.3	40.0	+0.2	+1.5	13.6	13.6	13.4	+0.0	+0.2
60.3	60.6	59.1	-0.3	+1.2	21.5	21.1	20.4	+0.4	+1.1
105.5	91.5	102.3	+14.0	+3.2	45.8	39.5	45.8	+6.3	+0.0

-- Prepared by Labor Market Information, Research and Analysis (CPS-MOD, 1/83)

NONMETROPOLITAN COUNTIES LABOR FORCE AND EMPLOYMENT

September 1983 (Preliminary)

	Apache	Cochise	Coconino	Gila	Graham	Green-lee	La Paz
TOTAL CIVILIAN LABOR FORCE*.	14,925	30,025	36,525	14,625	8,400	3,575	5,200
Total Unemployment	2,400	2,750	2,825	2,875	1,425	200	750
Rate	16.1%	9.2%	7.7%	19.7%	17.0%	5.6%	14.4%
Rate (Seas. Adj.)**. . . .	16.8%	9.8%	8.9%	20.7%	17.4%	5.6%	INA
Total Employment	12,525	27,275	33,700	11,750	6,975	3,375	4,450

THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS

TOTAL WAGE AND SALARY . . .	12,825	22,175	31,550	9,475	4,400	2,825	2,625
Manufacturing	500	2,200	2,400	1,425	100	350	200
Mining and Quarrying	25	400	50	1,575	75	1,475	0
Construction	1,450	700	1,150	400	175	25	100
Trans., Comm., & Pub. Util..	1,575	1,425	2,300	325	175	50	50
Trade	1,025	4,175	7,525	1,775	1,325	275	900
Fin., Insur., & Real Estate.	125	550	775	225	125	25	125
Services and Miscellaneous .	3,050	2,700	7,325	1,475	625	75	625
Government	5,075	10,025	10,025	2,275	1,800	550	625

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	22,650	23,925	32,275	9,300	31,800	36,500
Total Unemployment	2,900	2,900	5,075	2,550	2,350	6,950
Rate	12.8%	12.1%	15.7%	27.4%	7.4%	19.0%
Rate (Seas. Adj.)**. . . .	13.5%	12.9%	15.9%	25.7%	8.1%	INA
Total Employment	19,750	21,025	27,200	6,750	29,450	29,550

THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS

TOTAL WAGE AND SALARY . . .	15,000	16,375	23,025	6,650	17,500	21,275
Manufacturing	2,225	1,675	2,400	750	1,900	1,575
Mining and Quarrying	275	1,100	5,500	25	1,025	75
Construction	950	675	525	175	1,075	1,725
Trans., Comm., & Pub. Util..	950	1,600	925	525	850	975
Trade	4,400	3,450	3,625	2,675	4,625	6,450
Fin., Insur., & Real Estate.	600	300	575	250	725	675
Services and Miscellaneous .	2,550	3,500	1,775	875	3,350	3,725
Government	3,050	4,075	7,700	1,375	3,950	6,075

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
** Seasonal adjustment not applicable for economic assistance programs.

NOTE--Series for Yuma and La Paz counties start January 1983. Data is not comparable to any past series.

ARIZONA LABOR FORCE AND EMPLOYMENT FOR ECONOMIC ASSISTANCE PROGRAMS
August 1983 (Preliminary)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,326,317	1,200,856	125,461	9.5%
Apache	15,691	12,017	3,674	23.4
Cochise	29,054	25,969	3,085	10.6
Coconino	35,690	31,771	3,919	11.0
Gila	14,523	11,444	3,079	21.2
Graham	8,353	6,640	1,713	20.5
Greenlee	3,356	3,021	335	10.0
La Paz	4,935	3,985	950	19.3
Maricopa	810,011	752,129	57,882	7.1
Mohave	22,373	19,115	3,258	14.6
Navajo	25,760	20,855	4,905	19.0
Pima	246,040	224,903	21,137	8.6
Pinal	31,490	25,814	5,676	18.0
Santa Cruz	9,387	6,553	2,834	30.2
Yavapai	31,823	29,190	2,633	8.3
Yuma	37,831	27,450	10,381	27.4

Data have been adjusted to the 1972 Standard Industrial Classification (SIC). These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators. Note: Series for Yuma and La Paz counties start January 1983. Data is not comparable to any past series.

ESTIMATED HOURS AND EARNINGS OF PRODUCTION WORKERS IN SELECTED INDUSTRIES IN ARIZONA

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	SEP.* 1983	AUG. 1983	SEP. 1982	SEP.* 1983	AUG. 1983	SEP. 1982	SEP.* 1983	AUG. 1983	SEP. 1982
FOR THE STATE OF ARIZONA*									
Manufacturing	369.96	361.89	337.42	40.7	40.3	38.3	9.09	8.98	8.81
Aircraft & Missiles	495.03	471.50	423.07	43.5	41.8	39.8	11.38	11.28	10.63
Food & Kindred Products	327.37	347.51	334.46	39.3	39.4	41.6	8.33	8.82	8.04
Primary Metals	461.77	331.10	478.27	37.3	27.5	37.6	12.38	12.04	12.72
Machinery	355.97	357.62	291.27	41.2	41.2	36.5	8.64	8.68	7.98
Copper Mining	514.49	533.57	514.56	38.8	39.7	38.4	13.26	13.44	13.40
Construction	453.75	439.11	455.73	37.5	36.2	35.8	12.10	12.13	12.73
Utilities	469.98	469.98	445.84	39.1	39.1	42.1	12.02	12.02	10.59
Retail Trade**	216.02	217.94	212.78	33.7	34.0	34.1	6.41	6.41	6.24
Wholesale Trade	351.16	351.16	326.10	39.5	39.5	38.5	8.89	8.89	8.47

* Preliminary
** Excludes eating and drinking places.
NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. All data has been adjusted to the 1972 Standard Industrial Classifications (SIC).

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/83)

THE ARIZONA LABOR FORCE IN SEPTEMBER 1983

Arizona's economy recorded very significant improvement in September. The drop in the unemployment rate is the largest one-month decline ever recorded, and it places the rate at its lowest level since January 1982 when the unemployment rate was 7.7 percent. Every county in the state recorded lower unemployment rates in September, with the greatest improvement coming in the nonmetropolitan counties. Against this backdrop of rapidly falling unemployment rates, major job increases were recorded in the government, manufacturing, and trade industries. September was easily one of the most significant months for economic improvement in recent history.

In the manufacturing industry, a total of 2,500 new jobs were added. While nearly half of the improvement is the result of strikers returning to work, job increases were noted in the state's electronics and aerospace industries. As well, seasonal employment increases among food processors and apparel manufacturers also helped to increase overall manufacturing employment.

Interest rates are affecting the construction industry negatively as only 200 new jobs were added in September, compared to the 2,500 new jobs that were added three months ago. Increased construction activity is expected in coming months as both public and private entities begin to rebuild after recent flooding in many parts of the state. This will more than offset slower business in the northern counties as winter storms arrive. Overall, we expect the industry to grow slowly in the coming months as increased emergency construction work offsets losses in residential construction.

The arrival of cooler weather signals the beginning of Arizona's winter tourism season. This year, it appears that the season is beginning earlier than normal. Phoenix businessmen have been successful in expanding the tourist season. Employment in hotels, restaurants, food stores and other associated businesses expanded more than usual. If the coming months bring further job additions, this could be a good winter tourism year.

Finally, the largest job increase was recorded in government. A total of 28,000 jobs were filled by the schools as contracts were renewed and student workers were hired for the fall semester. High enrollment levels at the state's universities and community colleges have forced school administrators to augment their permanent staffs with temporary instructors. As well, many student workers have been hired to perform a variety of tasks.

The state's economy continued its improvement in September as the unemployment rate fell to three full percentage points below its high point in this recession. The combination of higher-than-usual seasonal employment increases in the agriculture, government, and trade industries coupled with continued hiring in the mining, manufacturing, and construction industries indicate the broad base of this recovery. While we have been surprised by the strength and duration of the current recovery, it appears that the state and its areas are poised for continued improvement.

ARIZONA UNEMPLOYMENT INSURANCE ACTIVITIES - AUGUST

	August 1983	July 1983	August 1982	% Change From 1 Year Ago
Arizona Claimants Served**	43,043	47,054	64,502	-33.3%
Arizona Weeks Unemployed***	10.2	9.7	9.9	+ 3.0%
Arizona Benefits Paid**	$14,442,909	$15,004,263	$21,072,555	-31.5%
Arizona Trust Fund Balance	$177,707,565	$175,356,635	$258,460,115	-31.2%

*Estimated **All Programs ***UI Only

RESIDENTIAL CONSTRUCTION IN PHOENIX METROPOLITAN AREA TO SET NEW ALL-TIME RECORD IN 1983

A record volume of new residential units will be built in the Phoenix metropolitan area in 1983. A total of about 43,000 units will probably be built, exceeding the previous all-time peak of less than 42,000 in 1978 and nearly doubling the 1982 volume of 22,500 starts. (In 1978, though permits were issued for about 43,500 units, permits for at least 2,000 of these units were not used until the following year.)

In the first seven months of this year alone nearly 30,000 units (29,500) were started---three times the number for the first seven months of last year and 7,000 more than for all of last year.

This total for the first seven months of 1983 included 13,000 rental apartments and 16,500 sales units. Even with the expected slowdown for the remainder of the year, mostly in rental apartments, the total for the year, of both starts and completions, is likely to reach about 43,000 units, with about 17,000 in rental apartments and 26,000 in sales housing. (This sales housing includes both single family detached and attached for-sale housing, the later being commonly referred to as townhouse-condos.)

While this will be a record overall year for residential construction in the Valley, and especially for rental housing development, 1983 sales housing development will be only a close second to the 1978 record level, which was about 30,000. But, at 26,000, it will be far above the rate of about 15,000 per year for 1980, 1981, and 1982. And 1984 has a better-than-even chance of being even better than 1983.

Continuation of, and the strength and volume of the housing boom will, of course, depend to a considerable extent on what happens with the economy and, especially, with mortgage interest rates. But the most likely scenario appears to be one of continuing improvement of the economy through most of 1984 and for at least some on-and-off softening of mortgage interest rates during this ensuing period. And that would be enough to sustain the housing boom forecast.

Only the Dallas-Fort Worth and the Houston metropolitan areas are expected to exceed the Phoenix area overall volume of residential construction in 1983, with Atlanta moving up close behind Phoenix. Houston, which has had a tremendous housing boom even through the recession, is tapering off somewhat and is expected to start about 55,000 units this year, after 67,000 last year. It is being replaced as number one in residential construction by Dallas-Fort Worth, which is expected to start between 80,000 and 90,000 units this year, after 50,000 last year. Atlanta is expected to start just over 40,000 this year, after 23,700 last year.

Others---even the former leading building-boom areas---are far behind. The Denver area is expected to start about 22,000 units this year; the Los Angeles-Long Beach area about 16,000; San Diego 14,000; San Francisco-Oakland Bay 9,000; and San Antonio 17,000.

The Tucson metropolitan area has picked up very sharply in its residential construction and, considering its size, is having a substantial residential construction boom, almost comparable with that of the Phoenix area. It is likely to have an estimated 10,500 starts this year, including 4,000 single family and 6,500 multifamily units (the latter including both rental apartments and multifamily for-sale units). It had 6,250 in 1982 and 4,800 in 1981.

However, the Phoenix metropolitan area is having four times the volume of residential construction as the Tucson area.

Within the Phoenix metropolitan area, the City of Phoenix is, of course, the leader in the volume of residential construction. In the first seven months of 1983 it has accounted for one-third (about 9,500 units) of the metropolitan area's or the Valley's total

housing starts---including 28 percent (4,000) of the detached single family and 39 percent (5,500) of the multifamily. Its total starts for 1983 will likely be between 14,000 and 15,000 units, compared with its 12,000 last year.

Mesa is next in volume, with 13 percent (3,700) of the total starts in the first seven months of this year---including 10 percent (1,400 units) of the single family and 16 percent (2,300) of the multifamily. Its total starts in 1983 will probably be about 6,000 units, or over twice the 2,800 in 1982.

Scottsdale had 8 percent (2,300)---including about 1,150 single family and 1,150 multifamily. Its total starts for 1983 are heading for about 3,700 units, well over three times (3-1/3 times) the 1,100 in 1982. This is the greatest proportionate, or percentage, increase of any city in the Valley.

Chandler had just under 8 percent (2,200 units) of the Valley's starts in the first seven months of this year---including one-tenth (1,400) of the single family and 5 percent (750) of the multifamily. (The latter is an indication that Chandler is beginning to get a substantial share of the rental apartment development.) For the full year of 1983 its total starts will probably reach about 3,500, or well over twice its 1,500 last year.

Tempe had 9 percent (2,600 units)---including 6 percent (850) of the single family and over 12 percent, or one-eighth (1,800), of the multifamily. For all of 1983 it will probably have about 3,500 total starts, or over twice its 1,500 for 1982.

Glendale had just under 8 percent (2,200 units)---including 9 percent (1,200) of the single family and 7 percent (1,000) of the multifamily. The total starts for 1983 will likely be about 3,500, or three times the 1,150 last year.

For the Valley as a whole, housing starts for all of 1983 are, as indicated above, projected to be about 43,000 units, or nearly twice the 22,500 in 1982.

Dave Lutin, Housing Economist
and Development Consultant
David L. Lutin Associates

NEW DEVELOPMENTS

Construction - A Phoenix-based development company, JRS Development, has preliminary plans to build a 300-room high-rise hotel and a three-level mall immediately south of Tucson Mall. Although the mall is still in the planning phase, it is expected to have 50 to 70 stores, about 50 of them small shops.

Kitchell Development Co. announced that it started construction on both phases of Wilmot Corporate Plaza. The project consists of a four-story, 50,000-square-foot office building; a six-story, 76,000-square-foot office building; and a 500-car parking structure. According to William C. Schubert, president of Kitchell Development, "Our decision to build both buildings simultaneously is based on the strengthening Arizona economy, our assessment of market demand in Tucson and the economies of single-phase construction."

Completion of the project is scheduled for the spring of 1984.

The final site preparation has been completed for the Lake Havasu City Croft Metals Inc. manufacturing plant and structural construction was expected to begin in September. Floyd Hamilton, project manager, said he is confident the contractor will hire local residents to work on the project, particularly workers with concrete experience.

Surprise Town Manager, Harold Yingling, has outlined $15 million in current and $94,184,000 in proposed development of the town. Surprise's strategic location near a developing Bell Road and Sun City West has attracted a variety of business developments. In addition to the $15,035,836 in ongoing projects, Yingling estimates they will create 292 jobs.

Manufacturing - Gates Learjet Corp. has been awarded a $175.4 million, five-year contract to lease at least 80 Model 35A Learjets to the U.S. Air Force. As a result, more than 900 jobs are to be added in Tucson before March, nearly doubling the work force. Recalls of furloughed workers and hiring could begin as early as mid-November. The Learjet contract will also provide work for Garrett Turbine Engines Co. in Phoenix, which makes the engines.

General Instrument Corp. plans to hire about 25 workers by the end of the year and consolidate its Tucson operations in a new building by the end of 1985. The company's R. F. Systems Division moved its headquarters to Tucson from Sherburne, N.Y., in August, and now has about 50 workers.

Texstyrene, headquartered in Fort Worth, Texas, plans to manufacture foam insulation in Yuma for use in buildings and homes throughout the Southwest. The plant is expected to employ about 10 people when it opens in June, with the payroll growing to 40 people if the project is successful.

Trade - Mervyn's has started interviewing and hiring job applicants for its third department store in Tucson. The new east-side outlet is expected to create about 200 jobs, mostly part-time positions.

Flagstaff's newest industry---the massive Walgreen Co. distribution center---was unveiled in August as "the most technologically advanced" of the firm's centers around the country. The warehouse encompasses more than 200,000 square feet and, with 125 to 150 employees, is one of Flagstaff's larger industries.

Tourism - Arizona is among 13 states in which the No. 1 source of jobs in 1981 was the travel and tourism industry, according to statistics recently released by the U.S. Travel Data Center. Despite its role as No. 1 employer, figures for 1980-81 reveal slow growth in Arizona's tourism industry and slippage in its national ranking position among all states in the tourism marketplace. In total tourism expenditures, the state fell from its previous position of 19th in the U.S. to 21st in 1980-81. Indicators showing increases are receipts of eating and drinking places, up 13.2 percent; airline passenger traffic, up 7.7 percent domestically and 2.9 percent internationally; highway traffic volume up 4.3 percent and rail traffic up 2.9 percent.

Copper Mines Reopen - Kennecott Ray Mines Division in Hayden reopened in late August after having been closed for 15 months. It was expected that employment levels would return to about 750 by the end of the month, still well below the 1,425 employed when the mine closed in May 1982. A maintenance staff of 175 remained employed while the mine was closed. Rather than reopen its own smelter, Kennecott plans to sell copper concentrate to Asarco Inc., which owns a smelter in Hayden.

In addition, Asarco Inc., planned to reopen its Silver Bell mine on October 1 with 195 recalled workers. The Silver Bell mine had been closed since December 28, 1981, or 22 months, and 240 were laid off. Silver Bell is located about 35 miles northwest of Tucson.

Layoffs - Inspiration Copper Company laid off 225 from its Globe smelter for lack of copper concentrate in August. Other sources were being checked to see if another supply could be obtained before contracted supplies become available in January 1984 from Duval Corporation.

Noranda Lakeshore Mines, Inc. has stopped underground mining at its Casa Grande, Arizona operations a few months sooner than anticipated, in the face of a depressed copper market, and expected to dismiss 250 employees early in September. It expects to continue to employ 65 of its previous 315 at the site. Termination of all underground development was forced by heavy financial losses suffered by the company last year. Noranda Lakeshore is part of the Noranda Group of Companies based in Toronto. The Lakeshore Mine is located on leased Papago Indian Reservation land 32 miles south of Casa Grande.

Asarco Inc.'s Mission Unit, 20 miles south of Tucson, planned to furlough about 120 production workers during September because of the depressed copper industry. The layoffs will total about 23 percent of the work force. About 400 hourly workers will remain on the job at the Mission Unit. This latest layoff will now leave about 320 production workers on furlough at Asarco operations south of Tucson.

Republic Airlines anticipated laying off 100 maintenance and supervisory workers in Phoenix during September. The layoff was necessary because expected contract work failed to materialize according to Dorman W. Atwood, senior vice president for maintenance and engineering. Eighty-five of those to be laid off are members of the International Association of Machinists.

Inland Motor, located in Sierra Vista, has cut its work force by 19 because of "severe" losses over the past three months. The company failed to achieve the growth it had anticipated with the general national economic recovery. Inland Motor, a division of the Kollmorgen Corp. headquartered in Stanford, Conn., specializes in high-technology motors and electronic drive systems using samarium-cobalt magnets.

Nearly 200 civil service and military positions will be cut at Fort Huachuca next April due to contracting-out supply, transportation, maintenance, laundry and

dry-cleaning services to private industry. The contract transfer will affect 157 civilian workers and 36 military. The purpose of the action is to transfer the contracts to private industry and remove the government from competition with industry.

A Maricopa County Superior Court judge has dismissed the county's lawsuit against the state, concerning Arizona's Health Care Cost Containment System (AHCCCS) contract. Maricopa County Health Services Director Adolfo Echeveste has projected 425 layoffs due to revenue losses. These layoffs will force the closing of outpatient clinics in Tempe, Buckeye and El Mirage, as well as create drastic reductions in services offered at the new Mesa facility.

Honeywell Information Systems plans to reduce the work force at its Phoenix-based Large Computer Products Division by about 500 employees, mostly through involuntary layoffs. About 300 employees will be laid off November 3, with the other 200 coming by the end of the year through early retirements and transfers to other Honeywell divisions. Reductions of middle management, engineering and support personnel were deemed necessary to reduce production costs and overhead.

Store Closing - The J. C. Penneys Co. store, 1005 North Arizona Avenue, Chandler closed in August after nine years of unprofitable operations. The store had 38 employees, most of whom were moved to other Penneys' locations.

Yuma's J.M. McDonald Co. store will close sometime this fall. Owned by the Wickes Companies of Santa Monica, California which is currently under federal bankruptcy court jurisdiction, the store has been experiencing declining sales. The Yuma store has 70 employees, many of whom have been with the store for more than 20 years.

Strike Update - The Tucson Citizen reported that one union official involved in the 51-day strike against Anamax Corp. says he has been told it could be early next year before miners return to their jobs at Twin Buttes Mine. However, G. R. Wyman, the mine's general manager, said the company is willing to return to normal employment whenever a settlement is reached. The company continues to operate its copper oxide ore-processing plant with the help of 200 salaried workers who were on the job before the strike, and 80 other non-union workers who returned to work after being laid-off before the strike.

Union and company negotiators have reported progress on side-agreements but remain far apart on the key economic issue as they try to end a 3-month-old strike against the Phelps Dodge Corp. Most of the strikers have been fired and many are threatened with eviction from company-owned homes in Ajo and Morenci to make way for new employees. All jobs have been filled at the smelter in Douglas and at the tiny leaching operation in Bisbee. At Morenci, 1,340 of a total 1,481 positions have been filled.

Union workers at Duval Corp. went on strike at midnight September 30th, increasing to three the number of copper companies being struck in Arizona. Some 675 employees of Duval Corp. were involved in the strike. As of October 5th two of the three striking unions had reached a settlement with Duval.

Communications workers ended their 22-day-old national strike late in August with Mountain Bell employees returning to work.

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